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NEWSLETTER

JANUARY, 1987

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from the editor

My apologies if this January newsletter does not reach you until February. Our schedule is tied to Executive meeting times, which is tied into the College meeting schedule. Since it is usually about two weeks after a regular Executive meeting before the newsletter hits the streets, you can see the problem.

But be assured your newsletter is about January.

Smokin' in the Boys' Room?

CAC's policy to ban smoking at the College provides more evidence of the problem cited in the Institutional Evaluation reports: what is the basis for CAC representatives' decisions? Do they represent popular opinion throughout the College, within their constituencies, or do they decide on the basis of their own best judgment of the College's interests? (I favour the last informed by their constituents views.)

Sometimes it appears that CAC professes to base its decisions on public opinion. At least one might draw that conclusion from its surveying the college community about regulating smoking. In the report in this newsletter, it is claimed that a total ban on smoking in most areas of the college "was indicated by the survey results." Apparently, then, the survey results are cited in support of CAC's decision to ban smoking from the College.

There are a couple of problems with the report's claim.

First, for five out of ten areas, those opposing a total ban were in the majority. So, the claim is just false.

Second, if one eliminates the two sillier areas for smoking - campus stores, restrooms (does anyone smoke in a restroom unless they are trying to avoid detection?) - the majority opposed a total ban in five out of eight areas.

Third, for work/office area, no distinction is made between enclosed and open office areas, and no account is taken of the fact that faculty offices in Chilliwack are divided between smoking and non-smoking areas.

So, the survey does not support a total ban on smoking.

Not to be deterred, CAC voted to ban smoking anyway on the grounds that the air is recirculated, so it is not practical to have smoking only in designated areas. Well, so much for responding to public opinion. Since we all knew in the first place that the air is recirculated, what was the point of the survey?

But is indirect recirculation of air a problem? I thought the problem was smokers inconsiderately (to put it mildly) puffing away in the presence of non-smokers, directly polluting their air? Has anyone done tests to see how much smoke is in the air recirculated into, say, the faculty non-smoking area in Chilliwack, or into a non-smoker's office in Abbotsford? (I can assure you that no smoky air gets recirculated from my office in Chilliwack - the ventilation system is that good!)

Are we now to assume that when noxious fumes are produced by any area of the college, the rest of us get to go home so that we do not have to breathe any, possibly dangerous recirculated air? I can't wait until the next time some area of the college is painted, or the rugs are shampooed!

Finally, some CAC representatives appear to have given some of us misleading information. When the ban was given first reading, some reps informally reassured us that it was only to stimulate discussion, that there was no intention to have a total ban, and that BCIT's experience indicated that a total ban would not be wise. So much for these assurances.

The survey clearly indicates that there are very few pigs around who think they should be able to smoke just anywhere anytime. Clearly most smokers support restrictions on smoking. And most non-smokers favour allowing smoking in designated areas.

But bad laws bring all laws into disrepute.

If some non-smokers, on the chance that a few parts per million of smoke will waft in their direction, refuse smokers even a few dens in which to indulge their weaknesses, then the result may well be that smokers grab a smoke wherever they think they won't get caught.

Will there be a smoke patrol sniffing outside my closed office door?

The President's Report

Although the semester is already three weeks old, I would like to take this opportunity to welcome everyone back to these hallowed halls of learning.

Negotiations

The Association is now in the preliminary stages which initiates the negotiating process between the Board and the Union. In this the second year of our two year agreement, only salaries and wages are to be bargained. Virginia Cooke is the Contract Chair, so please contact her with your concerns.

Car Insurance

It has come to the Association's attention that many of our members may not be carrying the requisite car insurance, especially if you use your own car to drive between campuses or to drive, on directed College business, between a campus and a business establishment. Most insurance policies limit the number of these trips to four a month, so please check your policy to make sure you are covered.

The Annual General Meeting

This year's Annual General Meeting will probably be held in late April or early May, therefore it is time to begin thinking of some candidates for the following positions: President, Faculty Vice-President, Staff Vice-President, Contract Chair, Grievance Chair, Treasurer, Recording Secretary, Corresponding Secretary, Job Classification and Audit Committee Chair, Agreements Chair, Communications Chair, and Joint Professional Development Chair. It would be a pleasant surprise, if more than one candidate was nominated for each of the above positions. I would like to encourage any interested person to become more involved with the Association by letting his or her name be placed in nomination for any of the above positions.

Board and Association

On January 21 the Association and the College held an exploratory meeting to discuss the Union's Cooperation Proposal. The Members attending for the Union will be George McGuire, Judy Inouye, Linda Dix, and Virginia Cooke. The College's representatives will be Bill Harris (Board Chairman), Dr. Norman Crabtree (Board Member), Barry Moore (College Principal) and Barry Bompas (Personnel Officer). This meeting will establish the scope, the makeup, and purpose of future meetings. The next newsletter will contain some additional information on this meeting.

The President's Report

Services and Dues

In an attempt to evaluate our current level of dues, and to assess any possible need for an increase in the Union dues, I would like to ask the membership for some feedback on the above issue. Are there some new services that you would like to see the Union provide, or are there services which the FSA is currently providing which may be unnecessary or inefficient. In future newsletters detailed information will be provided about the current dues structure and requests for any increases. If you have any suggestions or concerns, please feel free to come and see me, or to drop me a note outlining your ideas.

Thank you for reading this report. Be of good cheer, and have a pleasant and productive 1987.

George McGuire
President
FSA



"Rodney has all the qualifications of a highly successful plant supervisor.."

VICE-PRESIDENT'S REPORT FROM C.A.C...

PRINCIPAL'S REPORT

- * Board has approved the Policy on Subsequent Certificate or Diploma (310.11) with the addition of a phrase providing for the Dean of Instruction to make exceptions as necessary. (C.A.C. saw no problem with this amendment)
- * Program Profile Negotiations have resulted in no change to the initial Ministry proposal.
- * As the Provincial Budget is not yet determined, the Ministry has provided 3 or 4 different levels of potential funding. The College Budget will probably not be known until May or June.
- * Ministry is conducting a Province-wide survey on student assistance. Our College has submitted a brief to the Study Team. Erling is representing all of the B.C. Colleges on the Committee. A preliminary report will be issued at the end of January and the final report will be complete in February.
- * Chilliwack facility opening will take place on February 11. The College should take this opportunity to show this stage of development within the context of future development of the Chilliwack facility.
- * A suggestion was made at the meeting of the Board and the MLAs that the Board Chair and the Principal meet with the Municipal Councils of the College Region. Four meetings have subsequently taken place or have been planned.

EMPLOYMENT OF RELATIVES POLICY (520.03)

This Board policy proposal was first brought up at the October C.A.C. meeting. The FSA reps. saw a number of areas in which the policy procedures would be in conflict with the Collective Agreement and consequently C.A.C. decided to postpone first reading to provide an opportunity for input from constituents and to enable the gathering of further information. The policy was subsequently redrafted and the latest draft was circulated by Management at the January 14 meeting.

The conflict with the Collective Agreement has not been resolved in this latest draft. The Policy prohibits appointments

Report from the Faculty Vice-President (Contd.)

which will create a direct reporting relationship in which the parties are direct relatives and of which one is at the Coordinator level or higher. FSA members at the time of establishment of the Policy are exempt as it relates to bumping and recall. Exemption is not provided for Contract Clause 13.3 (Employee Applicants). An internal applicant will not be considered for a position if his or her direct relative is in a direct reporting relationship to that position. This Policy will therefore result in unequal treatment of members under the Collective Agreement depending on personal circumstance. A further problem that the FSA has with this Policy is that if an applicant who has a direct relative employed at the Institution is appointed to a union position which will not create a direct reporting relationship to a relative and later needs to bump or be recalled into a position which will create such a relationship, the Policy will prohibit the bump or recall. The Policy will result in unequal treatment of members depending on hiring date.

The FSA cannot accept a Policy with procedures which contravene the Contract. The Policy was approved on first reading with the FSA reps. voting against. Management agreed that the procedures will require revision and asked for further input to be made at the next C.A.C. meeting.

SMOKE-FREE ENVIRONMENT

The results of the survey are as follows:

Should Management be concerned about smoking at the College?

YES: 81.6% NO: 18.4%

Should there be a formal College policy?

YES: 82.5% NO: 17.5%

Work/Office Area	No restrictions	14.5%
	Total ban	62.8%
	Designated areas	22.7%
Classroom	No restrictions	4.27%
	Total ban	70.8%
	Designated areas	24.9%

Faculty Vice-President's Report (Contd.)

Meeting/Conference Rooms	No restrictions	7.86%
	Total ban	59.1%
	Designated areas	32.9%
Faculty/Staff Lounges	No restrictions	9.4%
	Total ban	46.9%
	Designated areas	43.57%
Student Lounges	No restrictions	19%
	Total ban	26.28%
	Designated areas	54.7%
Cafeteria	No restrictions	8.19%
	Total ban	32.9%
	Designated areas	58.87%
Campus stores	No restrictions	7.25%
	Total ban	92.54%
Restrooms	No restrictions	19.83%
	Total ban	80.16%
Pub nights	No restrictions	42.85%
	Total ban	12.11%
	Designated areas	45.02%
Recreational Areas	No restrictions	27.64%
	Total ban	46.34%
	Designated areas	26.01%

Survey results are also available by campus. If you wish to see these or the comments, they are available in my office.

The Policy to ban smoking from the College premises was passed by C.A.C. on second reading and will be referred to the Board. For most areas of the College, a total ban was indicated by the survey results. As the ventilation system recirculates a large volume of the air, smoking in designated areas would expose everyone in the building to second-hand smoke and was, therefore, not considered to be a practical alternative until the College can install separate venting for certain areas. If the Board approves the Policy, implementation is planned for August 1, 1987. An information program is planned to facilitate implementation.

Faculty Vice-President's Report (Cont.)

SEXUAL HARRASSMENT POLICY

This Policy has relevance for the FSA in cases in which the accused is a union member. The union member as complainant is not covered by this policy but is referred to contract clause 1.3(d) and the grievance procedure.

Although the FSA is not opposed to this Policy in principle, the union cannot be party to the establishment of a procedure by which a union member might be disciplined or terminated if the union should subsequently need to grieve the discipline or termination. The FSA reps. therefore voted against the Policy. The Policy was approved by C.A.C. on first reading.

Judy Inouye

REPORT FROM THE GRIEVANCE CHAIRPERSON...

Richard Heyman's report on the classification system in last month's NEWSLETTER is worth re-reading. The disagreements staff members have with the system have become so regular and numerous that a major overhaul of it is long overdue. Since a good deal of my work concerns individual disputes, some efforts should be invested in improving the general situation. Linda Dix and I will assist Richard in formulating proposals, taking a look at other systems, and consulting with staff. Your suggestions and criticisms can be submitted to one of us in writing or set aside for the next staff meeting. Do keep Richard and me informed as your positions go through the JCAC process.

The issue of part-time faculty is far from resolved. I would prefer to see all faculty, as well as staff, within the Association, which could be achieved by securing a Labour Relations Board ruling to the effect but there is something to say for pressing ahead under Article 13.1 which requires the employer to combine part-time situations into regular ones. There has been progress, however modest, under 13.1. As far as part-time staff is concerned, more information is required. It's a difficult area to monitor. Keep me informed.

Bob Smith

FROM THE CONTRACT CHAIR . . .

I have sent the fateful letter to Board Chairman Bill Harris calling for salary negotiations which, like crocuses, regularly come up every winter. This year, however, we can expect some marked differences. Dr. Moore has made it clear that the Board is estimating a late arrival time for the budget (after all, this government can't even settle on a name for the ministry of ~~higher continuing~~ Advanced Education, much less a budget), and there's not much point in our arguing seriously over money until allocations are at least projected. However, negotiations in some form will begin by the first week in February.

Since both sides agree that we have tired of the technique I referred to as "Wrestlemania", we have agreed to meet initially to consider some alternative styles of bargaining, one of which will be tried out this year. After deciding on a mutually acceptable method, we will settle down to a subject dear to your hearts: salaries. Let me hasten to add that our differences with management on this subject (on many subjects, for that matter) are unlikely to dissolve simply because we may choose, for example, "single-team" bargaining" or "best offer selection". In the last analysis, they are likely to say that they have less money than we think we need. What I think we need is at least what our colleagues in this province receive for performing the same work that we do. Other than an historical accident, there is no logical reason that we should still rank last in faculty, administrative, and staff salaries. While our differences with management will persist, it may be that working cooperatively on bargaining techniques will lead to more cooperation--or at least, less confrontation--on contentious issues as well. There is good evidence that negotiations will at least begin positively this year.

The brave souls embarking on the task of bargaining on your behalf this year along with me are Brian Talarico and Bertha Solvey, veterans from last year's wars, as well as Leslie Wood and Judy Inouye. In addition, Tom Davis has volunteered to pinch hit when the actual salary discussions are underway, and to present some part of our position. The contract committee has not yet formulated precise proposals, but suggestions are coming in and the work has begun. The following FSA members are specifically contributing time and ideas on the subject: Anne Knowlan, Blake Wight, Cheryl Dahl, Richard Heyman, Mary Saunders, Ian McCaskell, Linda Dix, and Dale Demeules. Please send suggestions and concerns either to me or to one of these members. As in previous years, you will all be called upon to approve in advance any initial proposals presented at the bargaining table.

Included for your information are figures showing where faculty salaries fit into the overall provincial picture. These are provided by the CIEA office. Such information is not as easily gathered for staff. Even when we have contracts from other staff unions, the bases for comparison are not always apparent; jobs and job descriptions vary from college to college. Therefore, I would like to request all staff to help in gathering information. If you know someone from another college who works in a position just like or similar to your own, would you please call that person to find out where his or her job fits in the pay scale (I realize that seniority may affect that individual's salary, so perhaps you could find out the range in the scale)? Then if you could jot down the title of your job, the title of the other person's job and the two salaries, and send those to me, I will collect this information for comparison. I would like very much to be flooded with responses on this. Some of you have attended workshops elsewhere and have met your counterparts, and your knowledge of what is included in your job is bound to me much better than mine--or than anyone else's on the contract committee. If you know who does your work in more than one other college, all the better. Think of it as one of those "sister city" programs in which public officials "twin" cities; this will be your "sister/brother position" program.

A final reminder, as obvious as it may seem: the more suggestions you send our way, the more likely our proposals are to reflect your actual wishes, and the more united we will be as a group in pressing for improvements. Thank you in advance for your participation.

Virginia Cooke



	A.W.U.	CAMOSUN	CAPILANO	CARIBOO	CNC	DOUGLAS	EKCC	FVCC	KWANTLEN	MALASPINA	OKANAGAN	PMTI	SELKIRK
19													
18	86-08-01	86-04-01	86-08-01	86-04-01	86-12-01	86-04-01	86-07-01	86-04-01	86-04-01	86-04-01	86-07-01	86-04-01	86-04-01
17		45603											
16		44456									44198		
15		43174									42812		
14		41892						41857			41426		
13	42983	40610	44406					40660		45882	40040		
12	41667	39328	41418	44676	44316	44149		39463	44811	44648	38654		43344
11	40347	38048	40086	43356	42826	42626	42497	38267	43265	43414	37268		42040
10	39019	36764	38763	42036	41372	41059	40804	37071	41675	42179	35882		40744
9	37695	35484	37458	40704	39842	39482	39091	35875	40074	40944	34496		39439
8	36367	34202	36144	39384	38351	37970	37396	34679	38539	39710	33110		38138
7	35044	32919	34857	38064	36860	36394	35686	33483	36940	38474	31724	46475	36836
6	33715	31635	33561	36732	35369	34981	33975	32287	35506	37063	30338	45137	35530
5	32427	30357	32301	35412	33878	33459	32880	31091	33961	35650	28952	43800	34229
4	31101	29072	31023	34080	32386	31892	30586	29895	32370	34238	27566	42461	32933
3	29774	27792	29754	32760	30896	30369	28891	28699	30824	32826	26180	41122	31626
2	28447		28503	31428	29404	28803	27196	27503	29235	30708	24794	39786	30327
1	27123		27270	30108	27913	27225	25485	26307	27633	28588	23408	38446	29026
0											22022		
Avg:	35055	36756	35042	37395	36118	35701	34044	34081	36236	38025	33110	42466	36184

Notes: * Where an agreement has more than one salary scale, highest is shown.

Dated 87-01-12

Average of maximums 44164

Average of minimums 28024

Average of salary scales 36169

TB/mm



History of College Salaries (Maximums)

College	1973/74	1974/75	1975/76	1976/77	1977/78	1978/79	1979/80	1980/81	1981/82	1982/83	1983/84	1984/85	1985/86
Camosun	18555	18555	24246	26428	26428	29295	31492	34326	38383	42989	42989	44064	45603
Capilano	17187	19078	22547	24351	25812	26784	29016	32064	35832	38698	41408	41408	44406
Cariboo	17480	19870	22612	24705	25878	28131	30100	33527	37584	42942	42942	43801	44676
CNC	19984	19984	26818	28273	29687	30934	32450	34884	39593	41177	42824	43252	44316
Douglas	19075	21080	24080	26043	27345	28986	31015	33961	38804	43072	43072	44149	44149
Kwantlen									38804	43072	44149	44811	45483
East Koot				24380	24870	25370	27146	30908	37181	41828	41828	41828	42497
FVCC			23520	25530	27062	27875	29548	32355	36691	38892	40059	40059	41857
Langara	17794	19930	23517	25398	26921	28267	30246	32968	37089	41169	42413	43129	44463
Malaspina	20117	22459	26122	28080	29764	31254	33129	35779	40609	43035	45482	45482	45882
Northwest					26400	27414	29060	31675	35634	40623	40623	41435	42983
Okanagan	17414	20830	24163	25492	27022	28103	30360	34001	36891	39473	41049	42770	44198
Selkirk	19210	19210	25327	27334	28666	30049	32082	33414	37641	42911	42911	44644	44644
BCIT	16440	18084	22371	26271	28650	30120	31485	33375	36124	41112	44705	44705	46940
PMTI												46475	46475
(mean)	18535	20111	24295	26001	27155	28424	30377	33184	37622	41486	42604	43467	44571

Jan. 1987

TB/m

Brief Minutes

Extraordinary Executive Meeting of December 15, 1987

Memo from Betty Harris re whether ICRC now requires employees to have business coverage for driving between campuses more than four times per month. George will check with CIEA.

Approved complying with John Dennison's request to be sent FSA Newsletter.

Defeated motion to issue discreet press release re FSA's Christmas donation to local food banks.

Employment of Relatives Policy draft is not consistent with collective agreement, e.g., re internal applicants for a position. Even exempting all present employees from the policy will create two classes of employee.

Judy Inouye was instructed to ask whether the College already has conflict of interest guidelines that could be modified to cover this problem, to write the Principal and CAC Chair stating the FSA position.

Proxy Voting: George recommended that an advanced poll be held for FSA elections, and that there be no proxy voting at FSA General Meetings except where those present vote by a two-thirds majority for a mail ballot. Scott and Paul will draft mail ballot procedures.

Dues: approved that Treasurer, President, Vice-Presidents review amount of dues needed to cover 1987-88 FSA expenditures including membership in CIEA and its strike fund, and present alternatives including equal percentage deducted for faculty and staff, separate dues for faculty and staff according to services required, sliding scale per income, staff and faculty units to collect dues separately and maintain own accounts, records, etc.

George will report in Newsletter about union services.

Part-time Faculty: discussed grieving lack of regularization of positions and bringing part-time faculty into bargaining unit.

Executive Meeting, January 14, 1987

Principal's Report

Members of the Board, Administration, and FSA will meet January 21 about FSA proposals for cooperative endeavours.

Board and administrators met with local MLAs about the college. The college is pursuing John Janzen's suggestion to meet with local municipal councils.

Task Force on Student Assistance may help to gain recognition of need for student aid for community college students, e.g., non-resident students.

The Ministry is discussing 1987-88 funding levels from 97% to 104.4% of last year's budget. In addition, there are Excellence Funds, capital, and other politically allocated monies. The College will not know its budget until May or June.

President's Report

Constitutional changes were discussed including proxy voting, advance polling for election of FSA Executive.

George will send a memo to the Self-Study about FSA role in the College.

Part-time employees were discussed.

Contract Chair will write to the Board about opening negotiations.

ICBC rates for business use were discussed.



"As soon as you've typed these letters, Miss Squirm, and rearranged our files from A to M inclusive, checked and rechecked discrepancies in this month's billings, unpacked these shipments, and straightened up the office, you may take the afternoon off, if you've cleared up today's mail. . . . And as you go through the picket line, yell 'Phooey!'"

Current Disputes

based in part on Current Disputes, published by B.C. Federation of Labour.

The dispute with Gainers' plants in B.C. has now been settled.

The dispute with Rogers' Cablevision has now been settled.

Among the HOT EDICTS are:

Hyundai-Kerkoff on behalf of B.C. and Yukon Territories Building and Construction Trades Council;

Royal Canadian Legion Branches #4 Chilliwack, #15 Abbotsford, #265 Aldergrove;

PUROLATOR COURIER B.C. (issues are wages, benefits, and union shop).

There are BOYCOTTS on:

CHILEAN GOODS - look for label on grapes, peaches, plums, pears, raisins, nectarines, lobster, onions, wine;

LETTUCE: Donny, Red Coach, Big Fred, SAS, Big A, Bobby & Andrews;

PROCTOR & GAMBLE - soap products and detergents;

CALIFORNIA TABLE GRAPES;

CONTINENTAL AIRLINES.

There is also a request not to purchase or handle:

any goods originating in South Africa;

SNO BOY fresh fruit and vegetables;

STAND BY canned goods;

SUNSHINE packaged goods.

Some unions are urging a boycott of Shell Oil products until it stops its mistreatment of black workers in South Africa.

News Briefs

The Conference Board of Canada was recently quoted on the radio as saying that after inflation is taken into account, wages in Canada have not risen in the last 10 years.

Stan Hagen, Minister of Advanced Education and Job Creation

If you want to know something about our new minister, see the Vancouver Sun, January 10, page B1. Here are some brief excerpts from the story:

When asked what he thinks about university members who think one of their roles is to critique society, Hagen said, "I don't know if we need any more critics of society. I say this very sincerely. I think the media does a pretty fair job of that."

NDP MP Ray Skelley, former classmate of Hagen's in New Westminster: "He was a really good egg. Although he has personal integrity, so much depends on what the government does. If it continues in a restraint mode, they'll destroy the education system."

Wife Judy began taking courses at SFU in 1965 and took college and university extension courses after moving to Courtenay, completing her BA in history in 1983. Hagen says of his wife's accomplishment, "I think it's pretty neat. It proves that people can improve their education without leaving home."

He is not looking for someone to present a brief to his ministry saying more money is needed for student aid. "A Grade 6 student can put that in. What I'm looking for are new, ingenious ways of encouraging people to start thinking earlier about putting money aside for their post-secondary education." [So much for the FSA brief and the intelligence of its authors.]

Although he also wants to see how governments could contribute to such plans, he says too many people wait until Grade 12 before starting to think about getting a summer job to save for college or university. "That wasn't possible in my day and it certainly isn't possible now."

At the same time, however, Hagen said he feels it's "not just" that university students, in particular, are graduating with huge debts.

People generally go to university, he says, "to get a profession, get out, support a family and live a comfortable sort of life." But they can't get loans for a house or other things, he says, if they leave university with "an unnecessary strain on their personal economies."

Washington State gets half-billion education upgrade

from BCTF Newsletter, December 18, 1986, and apparently typical of the way American states are approaching education now:

Washington State Governor Booth Gardner has announced a half billion dollar kindergarten-to-graduate school spending program to upgrade his state's education system.

The program involves spending \$522 million over two years - \$330 million on public schools and \$190 million on higher education.

"I'm not here to appeal to your generosity," he told his audience of business and professional people at the Seattle Rotary Club where he unveiled the plan. "I'm here to appeal to your economic sense. . . if [education] is neglected, society is going to pay for it over and over again."

The program would provide:

- \$67 million to reduce class sizes in the primary grades by hiring 900 more teachers;
- \$75 million to enhance teachers' statewide salary schedule;
- \$14 million for staff training;
- \$82 million for five extra paid staff days for PD, planning, parent/teacher conferences;
- \$152 million as the beginning of a four year drive to bring university faculty salaries up to those of peer universities in the U.S.

Arbitration hearings on the dismissal of Alan MacKinnon by Cariboo College are currently being held. Psychology instructor MacKinnon was fired in December 1986 for writing letters to local newspapers critical of educational quality at Cariboo.

ye gods!

Increments Should Not Be Part of Compensation Package

from ECTF Newsletter, December 18, 1986:

The ECTF provincial bargaining conference and ECTF Executive have asked the provincial bargaining committee to develop a plan of action to deal with the Compensation Stabilization Program.

At the conference, locals agreed that any public campaign should focus on inequities and long-term effects on teacher salaries and pensions. It was agreed that locals should not contact the CSP directly but seek to negotiate fair contracts regardless of what Peck's position might be perceived to be.

There was much discussion of the inequity created by costing increments into the compensation package. A motion that "no local sign an agreement if increments have been costed into the total compensation package," was referred to the bargaining committee, along with proposals for a major campaign to eliminate the practice.

Suggestions were made that school boards and superintendents be asked to join in opposing increment costing. In fact, some northern boards have already done so.

ICBC Coverage

College employees who use their cars during work more than 1600 km per year or on more than 4 days in a calendar month require business coverage for their ICBC auto insurance. "To and from work" coverage will no longer suffice.

At this point, it is not clear whether business use refers only, for example, to driving between campuses but not to driving from your home to a campus other than your home campus.

The FSA is inquiring of CIEA for a more exact interpretation.

Vancouver Community College has agreed to reimburse their employees for the difference in coverage. Fraser Valley College has yet to do so.

U.S.A.: Visions of the Future?

Interest in U.S. visa lottery swamps consulate

Phone lines at the U.S. consulate general in Vancouver have been jammed with between 300 and 400 calls daily since Monday when a new program was announced to allow 10,000 people from Canada and 35 other countries to immigrate to the U.S. over the next two years.

- The Vancouver Sun, January 8, 1987

The Widening Gap

from The Public Employee, Fall 1986, by Ed Finn

A 27-year old nurse from the bone marrow unit at the UCLA Hospital in Los Angeles recently moved to Canada. She could no longer endure watching people being denied treatment for their sick children because they couldn't afford to pay the hospital bills.

"Every day I see parents crying in the wards because their kids are being refused admittance, or sent home early when the bills aren't paid," she said. "A shot of Demerol for a child costs \$180, blood transfusions \$300 and up, an exercise bike \$75 a day. Health insurance plans, if you can afford one, would cover some of these costs, but most low-income people have no coverage at all."

The widening gap between rich and poor in the U.S. is most starkly apparent in that country's health care system. But the disparity permeates all aspects of American society, from food and shelter to schooling and job opportunities. According to the U.S. Census Bureau, the income gap between the richest and poorest families is now wider than it has been at any time since the bureau began keeping such statistics in 1947...

...in 1968, for example, the poorest one-fifth of American families with children received 7.4% of the total income for all families. But by 1983, their share was down to only 4.8%. Over the same period, the richest one-fifth of the country's families had their share increased from 33.8% to 38.1%.

At the same time, the number of middle-class Americans has been dwindling, along with the industries that once employed them. The massive relocation of plants (and jobs) to low-wage southern States and even lower-wage countries in Asia and South America - has decimated the middle-class work force in North America.

Most new jobs now being created on this continent are in the service sector. With few exceptions, they offer low wages, and many are part-time or seasonal. Sales clerks, cashiers, waiters, cooks, janitors, bookkeepers, laundry workers, nursing aides, child care workers, typists and other clerical employees - these are the occupations that have the most job openings these days, and few of them have pay scales that come close to industrial workers' rates. In fact, most of them are not much above the legal minimum wage.

The result is a growing mass of "working poor," who are only marginally better off than those who can't find jobs at all. . .

The same disparities, the same divisions in society, the same social cutbacks are taking place in Canada. The only difference is one of degree. Canada still has superior social programs, and our unions haven't yet been stripped of as much strength as those in the U.S. But the same right-wing forces are at work here, and their objectives are the same - to make the rich richer and the poor poorer.

The only glimmer of hope for Canada is that the more advanced state of polarization in the U.S. - and the social and economic malaise that has erupted there - may serve as an object lesson for us. The lesson is clear: if Canada is to preserve its more equitable and civilized way of life, our federal and provincial governments will have to stop emulating Ronald Reagan and Margaret Thatcher.

It's not too late for them to return to the policies of social and economic justice. But time is rapidly running out.

The following is from a speech by Robert Kuttner, American economist, given at the Sharing Our Future conference in Ottawa this year.

The percentage of persons living in poverty in the U.S. has increased to 15.2%, up sharply from the low point of 11.1% in 1973, and 11.7% in 1979. The number of persons living in poverty increased by 6 million between 1980 and 1983, to 35.3 million. And the increase was greatest for the "poorest of the poor" - those with income below 50% of the poverty line, whose numbers grew by 34%...

Real wages fell about 16% between 1973 and 1979, and the fall was sharpest at the bottom end.

During the 1970s, the minimum wage peaked at 54% of the average wage. Today, the minimum wage is just 37% of the average wage, a record postwar low...

We are gradually shifting from a manufacturing economy to a service economy. Average wages are lower in services - the 14 million workers in services had an average weekly wage of \$204.67 compared to \$378.90 for the 13 million in "precision production" and \$275.65 for the 17 million classified as operators, fabricators, or labourers.

...the distribution of service jobs and wages is more highly skewed to the extremes than in manufacturing jobs. The vast majority of workers for General Motors are clustered around \$20,000 a year, while the wage distribution in a company like McDonalds is "bi-modal". Executives earn \$30,000 and up; most ordinary employees earn slightly above minimum wage...

63% of the job growth was in industries with an average 1980 annual wage of less than \$12,500. For the set of industries with average wages of \$22,000, there was no net job growth.

A Little Labour Humour History

More from Labor's Joke Book,
by Paul Buhle

Several of the greatest labour cartoonists got their training in the commercial press of the 1880s-90s, just before changes in newspaper technology brought in the photograph and laid off most of the old-time illustrators. By 1910-20, the comic strips had brought another type and generation of artist along. Many of the early strips (rather like films in Charlie Chaplin's heyday) bathed in the richness of ethnic blue-collar life, often with as clipped dialogue as possible so that immigrants with little English could enjoy them. Unlike the mainstream humour magazines such as Life (decades before that name was taken over by the photo magazine) which provided many artists steady work but centred on middle-class fashions, the "Yellow Kid" from the slum, Mutt 'n Jeff and the office flappers all captured something about ordinary people's situation. J.R. Williams (Out Our Way) is said to have been the first artist to draw factory shots, and the first comic strip artist to draw a corpse - which may or may not be a coincidence. He has had few successors. Even commercial cartoonists sympathetic to and involved in labour activities have had little opportunity to express themselves along such lines.

Still, whatever the problems and limitations of the medium, the comic strip impressed itself upon the popular mind. And the labour cartoonists who had grown up reading them naturally copied the form. Some of the legendary Wobbly artists took over the techniques directly, and with such brilliance, that their work has never been surpassed. Other, later artists borrowed from a variety of sources. In at least two major instances, they actually made an aesthetic revolution in humour possible. The old Masses magazine (1912-17), publishing some of the best realistic artists in the country, pioneered the full-page cartoon and the one-line caption, a break from the cluttered page and the "he-she" jokes of the commercial joke papers. In the next decade, the New Yorker took over the clean style, blending a sophisticated cynicism toward the rich with an easy acquiescence to their domination of society. Early Mad, edited by the youthful iconoclast Harvey Kurtzman, brought the social resentments and pro-labour sympathies of young artists into an explosive visual attack upon homogenized mass society. Future leading humourists (such as R. Crumb) were transfixed and transformed. Underground comix grew out of a reckless application of Mad's nihilistic methods to the

social crisis of the 1950s. Artists around the world copied these innovations.

The early forms of labour humour borrowed from rural jests that knocked down the city slicker's self-confidence by way of outrageous satire, usually delivered with a straight face. Wobbly alliteration and mocking of religious lyrics struck off in a new direction. Generally, jokes and written satires work off existing forms, such as the commercial advertisement, the contemporary political hot-air, or the dirty gag.

There are variations. In the 1930s-40s, Woody Guthrie expressed a kind of quiet confidence in working people while he launched his scathing attacks upon privilege.

The anger of the 1970s-80s, something like that of labour in other times of serious setbacks, tends to be more unreservedly savage. Most of the time, labour has been seen by itself as the honest and necessary group in a society run at the top by thieving parasites. Wobblies and today's punk-culturists instead have made fun of the fools who go on laboring in good faith, and praise cynics who attack work itself. Both have spoken for workers involved in casual labour at best, and often no labour at all.

The image of the sincere and even devoted worker remains, because they exist across society. But we probably all have more trouble now identifying positively with the industrial civilization we have created. Perhaps the next big task of humour is to find some way to separate the work that has to be done reconstructing this mess from the work that makes it worse.